; 92

1950 **File No.** 2609/48

B CLASS P.W **DEPARTMENT**

E **BRANCH** (1)

Subject: Training P.W.D Officers.

Consultation to be made with B.P.S.C. while Selecting officers for

V.

B[K] 1950

File No. 2609/48-E BP(1)

Ltd. Secrt. Slip. 94 A

G.R., G.D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET

Subject :—

File No. 2609/48

PW DEPT.

F BRANCH. (1)

References :—

Copies from main file B[M]

Date.	To whom sent.	Notes and instructions.

E.B.(I). 2609/48/35273
P.W.D.

The Bombay P.S.C. consider that, in as much as specialised training for officer is later made a ground for preference in making appts. by promotion to posts within the pruview of the Commn., the selection of officers for training by Government or the Head of Department in preference to their seniors commits the Commn. to acquiescence in the supersession of the senior officers without having an opportunity of considering their claims on merits. The Bombay P.S.C. have accordingly suggested that they may be associated with the selection of officers for specialised training whenever there is a possibility of such training being made a ground for preference in filling higher posts at some future date. The P.and S.D. has asked for remarks in connection with the existing practice followed in selecting officers for specialised training and whether there is any objection to accepting the Commission's suggestion to associate it with the selection.

2. As regards the existing practice followed in selecting officers for specialised training it may be mentioned that Government in the P.W.D. selectes officers for specialised training according to the suitability and aptitude of the officer for the training, taking into consideration the fact whether he can be spared from his xpresent duties. Officers like Shri Dhanak are also sent abroad for specialised training as and when the occasion arises so as to enable them to widen their scope of knowlddge and experience in connection with certain works undertaken by the P.W.D. It may also be stated that so far as the this Department is concerned, no officer sent abroad for further training has been promoted to a higher post in preference ---

preference to his seniors in view of his training. It would appear therefore that so far as Technical matters go, the Department concerned would be the best judge of the suitability of a particular officer for particular training and the advantages of that training in a particular apptt. In the circumstances this Department may perhaps suggest that Bombay P.S.C. may not be associated with the question of selecting officers for specialised training abroad may not be within the purview of the P.S.Comman.

Id/-
12/5/50

The best solution would be, that specialised training for officers should, on no account, be made a ground for perference in making appointments by promotion.

Id/-
12/5/50.

I consider that it will not be possible for the P.S.C. to select a candidate for specialised training. The P.S.C. will only have the qualification reports before them while the departments officers have personal knowledge of the officer's ability, which it is not always possible to reproduce in the Q.Rs. It will be agreed that not all officers have the same attitude for certain types o works and the selection can thus he made properly only by officers who have intimate knowledge of the officer. Normally the specialised having by itself would not be made a proud for making appointment by promotion. But if an officer, sent abroad to study a specific problem, does carry out work in that time, I do not see how his claim for preferencial treatment could possibly be turned down

Id.
15/5/50

I agree

I agree, but I should not make a point of the portion of the above noting marked A of would stop at 'promotion', last ~~time~~ line of page 2.

Id/-
15/5

The reply to P.S.C. may be that such specialised training is not made a ground, ~~x~~ so far as P.W.D. is concerned~~m~~, for ~~programme~~ preference in promotion and that selection of officers for specialised training is a matter, nor of record and interview, as it would become if the P.S.C. was to be associated work it, but of aptitude, industry, ability to learn new ideas and to bring them to~~xxxxxxxx~~ bear on the work, drive enthusiasm and similar factors which can best be judged by the Heads of Depts. and by you.

If an assurance were to be given to the P.S.C. that specialised training is utilised in better execution of Government policies and in programme of their duties by officers and nor for purposes of promotion, it may not press the point.

Id/-
16/5

....

2609/48/35273

E.B.(I). P.W.D.

Submitted with reference to the notes recorded at page 1/4 ante.

2. The draft put up may issue if approved.

Id/-

23/5/50.

Id/-
25/5/50

Id/-
27/5

G.P.K.—(P) H/11-1,00,000-30.54
G.R.,H L,G.D., No. 2520/33, dated 30-12-16.]

SEPARATOR

Below copies of (i) a letter from the Bombay Public Service Commission No. 186(ii)-II/(5), dated the 8th March 1950 and (ii) the Political and Services Department Note dated the 17th April 1950.

...

URGENT.

No. 7178/46-D,
Political and Services Deptt.,
Bombay Castle, 28th April 1950.

Forwarded to all Departments of the Secretariat (except the Separate Department) with a request to furnish this Department with information as indicated at 'A' of the Political and Services Department note dated the 17th April 1950 so far as they are respectively concerned.

By order of the Governor of Bombay,

J. CHAVES.

For Chief Secy. to the Govt. of Bombay,
Political and Services Department.

Copy of a letter No. 186(ii)-II/(5), dated the 8th March 1950, from the Secretary, Bombay Public Service Commission, addressed to the Secretary to the Government of Bombay, Agriculture and Forests Department, Bombay.

....

"With reference to the correspondence resting with your letter No.330-D, dated the 7th December 1949, regarding the selection of officers for specialised training, I am directed to state that the Commission consider that, in as much as such training is later made a ground for preference in making appointments by promotion to a ground for preference in making appointments by promotion to posts within the purview of the Commission, the selection of Officers for training by Government or the Head of Department in preference to their seniors commits the Comission to acquiescence in the supersession of the senior of-

officers without having an opportunity of considering their claims on merits. The Commission, therefore, suggest that they may be associated with the selection of officers for specialised training whenever there is a possibility of such training being made a ground for preference in filling higher posts at some future date".

.....

COPY.

Political and Services Deptt.,
"D" Branch.

"Please see the letter from the Public Service Commission, dated the 8th March 1950. The Commission has suggested that since specialised training (in India or abroad) is later made a ground for preferenee in making appointments by promotion to posts within its purview and this commits it in advance to the promotion of particular officers, it should be associated with the selection of officers for specialised training whenever such training is likely to be made a ground for preference in filling higher posts. The suggestion being of a general nature Agriculture and and Forests Department has suggested that this Depart - ment should consider it.

It is usual to select officers for specialised training in most of the services, particularly the technical ones. It appears that the selection of the officers is not made on the basis of any settled principles but is made with due regard to the suitability of the officer for particular posts as determined by the Head of his Department and gGovernment Prima facie the Commission's view that the specialised training, if it is to be made a ground for preferential treatment in filling posts within its purview, commits it to the selection of particular officers and that

it is necessary to associate it with such selection seems to be reasonable. However, this Department has no definite idea as to on what basis the selection of the officers for specialised training is made and whether there are any practical difficulties in accepting the suggestion made by the Commission. It will, therefore, be necessary to ascertain from the Departments what is the existing practice followed by them in selecting officers for specialised training and whether they have any objection to accepting the Commission's suggestion to associate it with the selection. (Since it may be not be possible to say definitely when an officer is being selected for specialised training whether or not his training will later be made a ground for preferential treatment for appointment to posts within the Commission's purview, it seems best, if the Commission's suggestion is to be accepted to associate it with the selection, i.e., to make the selection in consultation with it, if the officer concerned is eligible for promotion to a post or service within the Commission's pruview. It is natural that specialised training should generally be made a ground for preferential training though at the time of selection for training, it may not necessarily be so intended).

If approved, therefore, copies of the Public Service Commission's letter and this note may be kept in this Department for considering the Public Service Commission's suggestion in consultation with the Secretariat Departments. In the first instance a copy of this note may be circulated to Departments for supplying information as at 'A' overleaf.

Id/- K.P.N.
17/4/50.

Sd/- J.C.(haves)
18/4/50.

Sd/- M.D.B(hat),
19/4/50.

Letter.

Urgent.
No.2609/48-E(I).

Public Works Deptt.,
Bombay Castle (Bombay No.1),
30th May 1950.

To

The Chief Secretary to the Government of Bombay,
Political and Services Department,

Sub:- Training Public Works Department Officers:
Bombay Public Service Commission to be
consulted while selecting officers for -.

Reference: Your endorsement No. 7178/46-D, dated the 28th April 1950.

2. Specialised training, so far as the Public Works Department is concerned, is not made a ground for preference in making appointments by promotion to posts within the pruview of the Bombay Public Service Commission. The selection of officers for speciadised training is a matter not of record and interview, as it would become if the Bombay Public Service Commission were to be associated with it, but of aptitude, industry, ability to learn new ideas and to bring them to bear on the work, enthusiasm and similar factors which can best be judged by the Heads of Departments and by Government.

3. This Department considers that, if the Bombay Public Service Commission is assured that specialised training is intended to be utilised in the better execution of Govern - ment policies and in the more efficient performance of their duties by officers, and not for purposes of promotion, that body may not press for being associated with the selection of officers for specialised training.

4. To the extent that specialised training is reflected in the better performance of his duties by an officer, it may contribute to a better report on his work by his superiors, but this connection between specialised training and ---

training and promotion appears somewhat remote and indirect.

By order of the Governor of Bombay,

Id.
30/5

Deputy Secretary to Govt. of Bombay,
Public Works Department.

D.A.Nil.

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PKM.